

The outcomes of the committee will be to: mentor, inspire, celebrate, and increase representation of female leaders in education in Alberta school authorities by:

- Providing inspirational and mentorship-based initiatives;
- Creating a collegial professional learning network for female system leaders to meet, learn from and support one another;
- Learning together with Indigenous women in education leadership positions;
- Promoting awareness of gender equity research.

The committee shall include representatives from each zone and representatives from First Nations school authorities. Representatives shall be appointed for a term of two years and may be reappointed.

Committee Members 22-23

Chair – Laurie Kardynal (Zone 2/3)

Zone Representatives:

Kimberly Frykas (Zone 1)
Cindy Escott (Zone 2/3)
Rhae-Ann Holoien (Zone 2/3)
Della Ruston (Zone 4)
Kathleen Kostiuik (Zone 5)
Katie Graham (Zone 6)

Indigenous Representative:

Cheryl Sheldon, Lesser Slave Lake Indian Regional Council

Life Members:

Elizabeth Gouthro
Pam Rannelli
Colleen Symyrozum-Watt
Amber Darroch

CASS:

David Keohane – CEO

CASS Women in Leadership Committee

The themes that will guide the CASS Women in Leadership (WiL) committee:

1. Communication & Engagement
2. Mentorship
3. Professional Learning
4. Research & Education
5. Partnerships & External Connection
6. Wellness

CASS Fall Pre-Conference

The committee would like to thank all CASS members that participated in the “Daring to Lead and Willful Conversations and Strategies” session at the Fall Pre-Conference. Michael McMann and Natalie Morris, from Fort Vermillion School Division, introduced us to “Dare to Lead – The Heart of Daring Leadership” and in the afternoon committee members led table conversations on the following topics:

- Mentors & Sponsors
- Balance: Is there such a thing?
- Tackling Imposter Syndrome
- Relationships & Shifting Word Choice
- Grit & Grace
- How do our systems support women leaders?

Login to the WiL-ful” Conversations section of CASS PRO-SPECTIVE to access summaries of the dialogue.

CASS Women in Leadership Resources

The committee will share research, stories of practice, recommended articles and resources in CASS Connects.

If you have any recommendations, please forward them to:
amberjdarroch@gmail.com

CASS Women in Leadership Initiatives

Book Study – Fall 2022

Nerve: Lessons on Leadership from Two Women Who Went First

Authors Martha Piper & Indira Samarasekera “share their personal and professional stories, offering guidance for women leaders of every age and at every stage in their career”.

The final session for the book study will be online on November 24th at 4:00 pm. The session will be led by WiL members to further explore and discuss the stories and guidance woven throughout **Nerve**.

Dare to Lead

Michael McMann and Natalie Morris, from Fort Vermillion School Division, will be facilitating Dare to Lead learning opportunity on February 9th and 10th, 2023.

Participants will focus on four sets of skills that daring leadership requires: rumbling with vulnerability, living into our values, braving trust, and learning to rise.

More information will be shared through CASS Connects.

WiL is on Twitter

Join our membership in celebrating and promoting Women in Leadership. The WiL committee can be found on Twitter @CASSWiLalberta. Follow us as we continue to share stories of inspirational women. #CASSWiLalberta #inspirationalwomen

Zone Updates: WiL updates will be provided by Zone representatives at Zone CASS meetings.



CASS WiL-ful Conversations and Strategies – Tackling Imposter Syndrome

Through our table conversations, the following four (4) ideas around "imposter syndrome" emerged:

1. Luck rather than talent can be looked through the eyes of "opportunity" and right place, right time. Timing really can be everything! However, while opportunities may be considered, "lucky", there is an understanding that one has worked hard to achieve a goal, outcome, or position and must continue to strive and work hard to maintain that said goal, outcome, or position.
2. Relating still to #1 above, "who you know" and "who knows you" can play a vital part in achieving some opportunities. We recognize that sometimes the people who have seen you deep in your work can attest to your skillsets and talents which therefore allows greater opportunity for possible advancement or leadership. Being willing to show vulnerability by trying something new and taking on new challenges allows others to see you in action and gives you a plethora of experiences to draw from. Don't be afraid to get out there and get messy!
3. Internal criticism is a real thing! What we say internally to ourselves has an impact on our confidence and sometimes perceived competence. Some sound advice: "The only way to stop feeling like an imposter is to stop thinking like an imposter." Be kind to yourself and give yourself the grace that you would likely bestow upon others.
4. More conversations happened regarding the difficulty of accepting compliments. Often we are uncomfortable or feel awkward when others give us compliments or recognize our work and we do not know how to respond. First responses can be related to "what is their ulterior motive?" or "is that sarcasm?" While we often do not want the attention drawn upon us, it is in our nature to be appreciated and sometimes the only response that is needed is "thank you." One note from participants was that there can be a difference between hearing compliments directly from others and receiving a card or note with a compliment. At times, the power of the written word can supersede the sincerity of the spoken word. For some people, it takes away the requirement to respond and therefore removes the awkwardness - it is simply a chance to reflect on gratitude. Imposter Syndrome is a real thing but there are strategies to overcome it!

Consider further reading by accessing the article on "Dealing with Imposter Syndrome":

<https://impostorsyndrome.com/articles/10-steps-overcome-impostor/>

<https://www.nytimes.com/guides/working-womans-handbook/overcome-impostor-syndrome>